

AMENDMENTS TO THE SPECIFICATION

1. Please replace the paragraph beginning at page 5, line 27, which starts with “One embodiment of...” with the following amended paragraph.

One embodiment of the invention is related to the use of computer system 100 for obtaining information about one or more potential employees, one or more job openings, and matching one or more potential employees with one or more job openings. According to one embodiment of the invention, the job matching is provided by computer system 100 in response to processor 104 executing one or more sequences of one or more instructions contained in main memory 106. Such instructions may be read into main memory ~~906~~ 106 from another computer-readable medium, such as storage device 110. Execution of the sequences of instructions contained in main memory 106 causes processor 104 to perform the process steps described herein. One or more processors (e.g., 104, 105) in a multi-processing arrangement may also be employed to execute the sequences of instructions contained in main memory 106. In alternative embodiments, hard-wired circuitry may be used in place of or in combination with software instructions to implement the invention. Thus, embodiments of the invention are not limited to a specific combination of hardware circuitry and software.

2. Please replace the paragraph beginning at page 6, line 6, which starts with “The term “computer-readable medium” as used...” with the following amended paragraph.

The term “computer-readable medium” as used herein refers to any medium that participates in providing instructions to processor 104 for execution. Such a medium may take many forms, including but not limited to, non-volatile media, volatile media, and transmission media. Non-volatile media include, for example, optical or magnetic disks, such as storage

device 110. Volatile media include dynamic memory, such as main memory 106. Transmission media include coaxial cables, copper wire and fiber optics, including the wires that comprise bus 102. Transmission media can also take the form of acoustic or light waves, such as those generated during radio frequency (RF) and infrared (IR) data communications. Common forms of computer-readable media include, for example, a floppy disk, a flexible disk, hard disk, magnetic tape, any other magnetic medium, a compact disk read only memory (CD-ROM), digital versatile disk (DVD), any other optical medium, punch cards, paper tape, any other physical medium with patterns of holes, a random access memory (RAM), a programmable read only memory (PROM), an electrically programmable read only memory (EPROM), a FLASH electrically programmable read only memory (FLASH-EPROM), any other memory chip or cartridge, a carrier wave as described hereinafter, or any other medium from which a computer can read.

3. Please replace the paragraph beginning at page 7, line 32, which starts with “A job applicant 202...” with the following amended paragraph.

A job applicant 202 meets with a case worker of client 10 who assists in gathering and submitting the traditional employment information and non-traditional employment information to the employee recruitment, job matching and job placement system 200 over the network using the computer system illustrated in Figure 2. To further assist the case worker, assessment forms 204 are used to gather information. Assessment forms 204 are electronic forms for prompting the case worker to enter information related to the potential employee. The assessment forms 204 can include and are not limited to demographic information, health history, skills,

experience, education, aptitudes/interests, social needs, and existing benefits. Where possible, drop-down menus are used to improve efficiency and accuracy.

4. Please replace the five paragraphs beginning at page 8, line 25, which starts with “Referring to Figure 5B, a screen...” with the following amended paragraphs.

Referring to Figure 5B, a screen display 430 of exemplary insurance/health plan information is illustrated. As shown, the case number 432, potential employee’s name 434 and the county 436 the recipient resides in are displayed. The potential employee is prompted for insurance/health plan information 430 which includes, but is not limited to the potential employee’s current health plan 438, plan provider number 440, provider type 442, PCP name 444, clinic/hospital group 446, special medical needs 448, medication needs 450, and any other insurance coverage which includes the coverage 452 and policy information 454.

Referring to Figure 5C, a screen display 460 of an exemplary pop-up screen is illustrated. Pop-up screens 464 are used as part of an expert system for prompting the potential employee for additional information concerning a specific area. As shown, in response to an indication that the potential employee indicated that he or she suffered from lower back pain 462, the potential employee is prompted for additional information specifically concerning the lower back pain. The pop-up screen 464 prompts the potential employee “Do you require lumbar support?” 466 and “Has your doctor told you not to? Bend, Twist, Light Lifting, Medium Lifting, Heavy Lifting, Sit for Prolonged Periods (over 15 minutes) and Sit in vibrating vehicles” 468. The case worker chooses an answer using a radio button.

Referring to Figures 6A-6D, exemplary screen displays for gathering client information is illustrated. In Figure 6A, is an exemplary government assistance summary 500 is illustrated. As

shown, the recipient's case number 502 and name 504 are displayed. The potential employee is prompted for information concerning if the potential employee is receiving or has received any government assistance 500. The information includes, but is not limited to if the recipient is currently receiving any public assistance 506, type of assistance 508, agency providing the assistance 510, contact name 512, case number 514, beginning date 516 and end date 518 information.

Referring to Figure 6B, a screen display 520 of an exemplary work history is illustrated. As shown, potential employee's case number 522 and name 524 are displayed. The potential employee is prompted for work history information 520 which includes, but is not limited to the potential employee's last job 526, job requirements 528, if the recipient received any job training 530, the type of training 532, dates of employment 534, duration of employment 536, reason for leaving 538 and if there were any additional problems or issues with the job 540.

Referring to Figure 6C, a screen display 542 of an exemplary education and training history is illustrated. As shown, the potential employee's case number 544 and name 546 are displayed. The potential employee is prompted for education and training information 542 which includes, but is not limited to potential's highest school grade completed 548, if a diploma or certificate was received 550, the diplomas and/or degrees received 552, if technical training was received 554, the technical training 556, if any other training was received 558, and the other training 560.

5. Please replace the paragraph beginning at page 11, line 17, which starts with "At step 702, the customer..." with the following amended paragraph.

At step 702, the customer chooses “Enter a new job ~~position~~ listing” using a pull-down menu and clicking “submit.” A new job is opened with a unique system number and a job number specific to the employer being assigned to the new job. Referring to Figure 9A, an exemplary screen display for posting a job listing is illustrated.

6. Please replace the two paragraphs beginning at page 12, line 11, which starts with “At step 606, the customer submits...” with the following amended paragraphs.

At step ~~606~~ 706, the customer submits the information in order to post the job opening and the customer waits for a match.

At step ~~608~~ 708, the employer is notified that the job is logged as “on-hold” when a potential employee requests an interview and the employer will be contacted to schedule a time to meet the applicant. Typically, the notification to the employer is in the form of an email, although other traditional notification methods can be utilized, such as a telephone call or a letter.

7. Please replace the paragraph beginning at page 12, line 33, which starts with “The case worker 1002, as explained ...” with the following amended paragraph.

The case worker 1002 of client 10, as explained above assists the potential employee 202 in gathering and submitting information related to the potential employee 16 to the server computer 20. In addition, the case worker 1002 receives and provides information from primary care providers 1012 to the server computer 20.

8. Please replace the four paragraphs beginning at page 13, line 30, which starts with “The health insurance companies...” with the following amended paragraphs.

The health insurance companies 1010 provide insurance guidelines for potential employees 1002 202 to the server computer 20. The insurance guidelines are used by the employee recruitment, job matching and job placement system 200 to determine if a potential employee 202 qualifies for insurance and to provide gap insurance to a potential employee 202 who loses his or her insurance benefits as a result of being employed and do not qualify for insurance under the employer’s insurance.

~~The department of public assistance 1012 provides~~ Primary care providers 1012 provide results from medical examinations, follow-up appointments, and profiles to the server computer 20. The information from the primary care providers 1012 is used by the employee recruitment, job matching and job placement system 200 to determine if a potential employee requires physical rehabilitation or health education. In some cases, the physical rehabilitation or health education recommendations are considered in the job matching process.

The information received from the various ~~partied~~ parties can be used to automatically fill in the forms illustrated in Figures 4-6D. For example, if a potential employee is receiving public assistance, then their demographic information would be automatically entered in the system backfilling information found in Figure 4.

Referring to Figure 3 again, the employee recruitment, job matching and job placement system 200 uses the information stored in the server computer 20 from the client (case worker) 10, customer (employer) 16, labor department 1004, welfare 1006, Medicaid 1008, health insurance coverage 1010, and primary care providers 1012 to perform job matching. The employee recruitment, job matching and job placement system 200 performs real-time job

matching 210 by matching a potential employee with one or more employers and generates a list of potential jobs with corresponding matching percentages. As shown, information is obtained using the assessment forms 204 ~~with and information obtained using~~ the position availability forms 208.

9. Please replace the four paragraphs beginning at page 16, line 10, which starts with “At step 1308, the employee...” with the following amended paragraphs.

At step ~~1308~~ 1310, the employee recruitment, job matching and job placement system provides a recommendation to overcome each deficiency identified in step ~~1306~~ 1308. For example, as illustrated in Figure 13C, if a potential employee is deficient in that he or she does not have a car for transportation to and from the office, the recommendation would be to have potential employee participate in a car pool program. A mapping program embedded in the system can assist in determining options for providing public transportation or other ride alternative solutions. For example, the mapping program can include bus stop information thereby assisting in determining if public transportation is an option in assisting the potential employee.

At step ~~1310~~ 1312, the employee recruitment, job matching and job placement system generates the job analysis listing (as illustrated in Figure 13C) listing each deficiency, job requirement, and a recommendation to resolve the deficiency.

Referring to Figure 15, a block diagram for an exemplary process for assisting the potential employee in finding employment in accordance with an embodiment of the present invention is illustrated. At step 1400, the potential employee is matched with one or more job opportunities and corresponding matching percentages are generated. At step 1402, the case

worker and potential employee review the potential jobs and designate potential jobs in which job placement plans (212 in Figure 3) are needed.

At step 1404, the employee recruitment, job matching and job placement system generates a job placement plan for each designated potential job. Using the information from the job analysis, the employee recruitment, job matching and job placement system generates a job placement plan listing the requirements that the potential employee needs to do in order to perform the duties of a given job. The job placement plan can include, but is not limited physical rehabilitation needs, accommodations, and health education ~~for~~ (214 in Figure 3) which the applicant needs, as well as skill training and the estimated duration for the training (216 in Figure 3). Thus, the potential employee not only has a potential job, but also a plan to achieve the knowledge, skills, and ability to perform a job which can be considered an “upgraded” job. As a result, the potential employee has a vested interest in upgrading his or her position, as well as loyalty to the employer for providing the opportunity.